

Human Rights Policy

Human Rights Policy Rev02 – Review date: 03/06/2026

Reviewed by: Nicola Palmer Reviewed: 27/06/2025

REV	DATE	DESCRIPTION	PREPD	CHKD	APPD
1	10/11/2022	First Issue	D.D.	D.D.	L.I.
2	03/06/2024	2 nd Version	N.P.	L.I.	A.C.

Revision Log

Rev. No.	Revised Date	Revised Page	Description
1	10/11/2022	n/a	Document Creation
2	03/06/2024	185	Update to new format. Assign new owner.

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Human Rights Policy

1 Introduction

Scotmas Group are committed to supporting internationally recognized human rights activities and initiatives. Respect for human rights is a core value of our business. We believe that long-term business success can only be achieved if human rights are acknowledged and protected. Our Human Rights Policy Statement sets out the fundamental principles embedded in our business operations and culture to ensure we do not engage in activities that directly or indirectly violate human rights. It is our corporate responsibility to uphold these principles throughout our entire organization. Additionally, we expect all stakeholders, including business partners, vendors and suppliers, to be aligned in upholding human rights globally. Our approach to human rights is based on:

- The United Nations Guiding Principles on Business and Human Rights
- The United Nations Universal Declaration of Human Rights
- The International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises

Scotmas Group's Board of Directors is responsible for reviewing and overseeing corporate responsibility policies and programs. Scotmas Group's executive team oversees the implementation of these policies and coordinates our efforts to identify, address, train and report on our human rights risks and opportunities and foster a dialogue on these issues with human rights experts, employees, shareholders and other stakeholders.

Scotmas Groups CEO, Alistair Cameron is our appointed Senior Person responsible for Human Rights.

2 Human Rights Policy Statement

Scotmas Group's Human Rights Policy Statement demonstrates our commitment to supporting and promoting human rights that benefit all our stakeholders, including our customers, employees, shareholders, investors, and the communities in which we live and operate. Our commitment is guided by the following six principles:

2.1 Ethical Business Conduct

As detailed in our Ethical Business Policy, we are committed to the highest standards of business ethics which govern the conduct of our business operations for all employees. We require all business on behalf of Scotmas Group to be conducted with honesty and integrity in full compliance with all applicable laws and regulations.

2.2 Employee Rights and Fair Labour Practices

We believe all our employees deserve to be treated with integrity and respect. Therefore, we promote a work environment of transparency and trust. We compensate our employees competitively and operate in compliance with applicable wage, work hours, overtime and benefits laws and international labour standards.

2.3 Diversity and Inclusion

We support and encourage diversity and inclusion within our business and the organizations with which we do business by maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. We are committed to the protection of women's rights. We are committed to providing equal opportunities for all employees, eliminating all discriminatory practices and promoting a work environment that is free from harassment, violence and intimidation. For more information on Scotmas Group's diversity initiatives, please review our Equal Opportunities and Diversity policy.

2.4 Safe and Healthy Workplace

Our policy is to provide and maintain a safe, healthy and productive workplace for all our employees that complies with all applicable laws, regulations and internal policies. For more information on Scotmas Group's health and safety initiatives, please review our Workplace Health and Safety Manual.

2.5 Forced Labour and Human Trafficking

We are committed to preventing and prohibiting forced labour of any kind, including all forms of modern-day slavery or human trafficking.

2.6 Child Labour

We do not engage in or condone the unlawful employment or exploitation of children.

A handwritten signature in black ink, appearing to read "Alistair Cameron".

Alistair Cameron CEO
27th June 2025